granted them after three years' service, and the present allowance of 10s. a week continued to married sergeants. Widowers with families should receive the same house-allowance as married men.

It may be mentioned that we are informed the rate of pay given to constables in Great Britain and Ireland is from 30 to 50 per cent. higher than the wage of the class from which they are for the most part drawn.

Pensions.

At the present time men serving in the Force who may retire, or whose services may be dispensed with, whether on the ground of age, infirmity, sickness, or accident, or any other cause, have no claim for monetary assistance. It is true that a grant by way of compassionate allowance, or under section 15 of the Police Force Act, is made in most of these cases—indeed, so often that it may be regarded as a rule; but this is not satisfactory to the Force. The men feel that some reliable provision should be made for their future, and the majority have expressed their willingness to contribute from their pay and emoluments for the purpose of securing it. They do not approve of the present system of compulsory insurance.

The Police Force differs from other branches of the public service. Policemen for many years have to do dreary night duty, and it appears from the evidence that, although they are generally men of superior physical development, there is a tendency to break down at an age at which other Government employés are still vigorous. Their occupation exposes them to great risks of injury and disablement. The duty of a policeman appears to unfit him for any other kind of work, and he must retire at a comparatively early age if the Force is to be an efficient one. For these reasons we strongly recommend the establishment of a Police pension system, such as exists in connection with the Police Force of other colonies.

In making this recommendation we may be going against public opinion, as no other department of the public service now enjoys this advantage, but the special conditions of the Police Service appear to us to justify and require it.

We suggest the following as sources from which a pension fund could be formed:—

(1.) Deductions of 5 per cent. from all Police Department salaries.

(2.) All emoluments derived from offices outside police duty, less money out of pocket.

(3.) Contributions from Government departments for which the police do work, approximately commensurate with the work done.

(4.) Fines for breaches of Police Regulations.

(5.) Interest on amount standing to the credit of Reward Fund with the Public Trustee.

(6.) Contribution from the State of a sum approximating to the amount which would become payable to the present members of the Force as compassionate allowance under the present system; or an annual payment of the sum required to meet any demands beyond what the income of the fund will provide.

(7.) If considered advisable, the amount of penalties recovered for offences under licensing-laws, gambling-laws, and Police Offences Act.

We submit the following scheme for retiring-allowance and pension, founded upon the evidence of officers of all ranks in the Force, and upon the systems in existence in connection with the Police Services in England, Ireland, Australia, and other parts of the Empire:—

Any police officer who shall retire on a certificate granted by a medical Board certifying that he is permanently unfit for duty, having five years' and less than fifteen years' service, shall be entitled to receive a retiring-allowance equal in amount to one month's pay for each year of service at the rate he may be receiving at the time of his retirement.

In case any police officer shall lose his life in the execution of his duty, or die while in the Force from injuries received in the execution of his duty, an amount equal to three years' salary at the rate paid him at the time of his death or injury shall be paid to his widow or children.

In case any officer shall die in the course of nature while in the Force, his widow or children shall be paid an amount equal to the total sum of his contributions to the pension fund.

Any police officer who shall retire on certificate as above, having fifteen years' service, shall be entitled to a pension of fifteen-fiftieths of his pay at time of retirement, and after